

# **PROGRAM BENEFITS**

**NETWORKING & ADVISORS:** You will meet, connect, and learn from the strong and successful women in the room, developing a rich peer support network.

**BUILD YOUR LEADERSHIP SKILLS:** Fine-tune your critical leadership competencies while engaging in introspection and honing your power and influence. By examining the external and internal factors impacting you as a leader, you’ll take your leadership to the next level.

**IDENTIFY & CULTIVATE YOUR STRENGTHS:** Linkage’s Advancing Women Leaders (AWL) 360° Assessment will provide honest feedback on your leadership style, your strengths, and where you have opportunities for growth.

**PASSIONATE & EXPERIENCED FACILITATORS:** Women Lead. facilitators have diverse backgrounds in leadership, education, and experience to provide engaging sessions that will equip you with tools to take back to your workplace and assist in navigating your career.

**CONTINUE TO BE INSPIRED:** Following your Women Lead. experience, you are invited to join us back at the Center for Leadership for an Executive Program of your choice.

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**2023 CALENDAR**

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| **Date** | **Program** |
| 3/10 | **PM:** Your Field Guide to Women Lead. |
| 3/22 | **AM:** Navigating Your Identity: Who You Are is How You Lead  **PM:** This Is Us! Identify, Recognize, and Leverage the Value of ALL Leaders |
| 4/4 | **AM:** Leveraging Mentorship for Growth |
| 4/18 | (\*choose between the two dates)  **PM:** Linkage’s Advancing Women Leaders (AWL) 360° Assessment Group Feedback Session |
| 4/19 | **AM:** Linkage’s Advancing Women Leaders (AWL) 360° Assessment Group Feedback Session |
| 5/16 | The Inner Game of Communication |
| 6/7 | Supercharging Your Influence: Gain Power and Confidence |
| 6/29 | Managing Conflict and Difficult Conversations: Know Your Triggers |
| 7/12 | Unleashing Your Inner Negotiator |
| 7/25 | Designing Your Best Life: Create Your Personal Leadership & Career Strategy |
| 8/16 | Learn, Lead, and Serve |
| 8/31 | Leadership & Work-Life Integration: The Hustle Without the Burnout |
| 8/31 | Graduation |

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**FACTORS**

**Every leader has a unique path. Let us be your guide.**

Identify the competency or skill you are looking to develop from the list below and find the programs that will address that skill. Program dates and descriptions are listed in detail throughout this document.

**Factor I: Thought**

**Balances Stakeholders**

* Linkage’s Advancing Women Leaders (AWL) 360º Assessment Group Feedback Session

**Customer Focus**

* Learn, Lead, Serve

**Manges Complexity**

* Unleashing Your Inner Negotiator

**Factor II: Results**

**Drives Results**

* Designing Your Best Life: Create Your Personal Leadership & Career Strategy
* Supercharging Your Influence: Gain Power and Confidence
* The Inner Game of Communication
* Unleashing Your Inner Negotiator

**Optimizes Work Processes**

* Learn, Lead, Serve

**Resourcefulness**

* Learn, Lead, Serve

**Factor III: People**

**Builds Networks**

* Learn, Lead, Serve
* Leveraging Mentorship for Growth
* This Is Us! Identify, Recognize, and Leverage the Value of All Leaders

**Collaborates**

* Managing Conflict and Difficult Conversations: Know Your Triggers

**Communicates Effectively**

* Managing Conflict and Difficult Conversations: Know Your Triggers
* Supercharging Your Influence: Gain Power and Confidence
* The Inner Game of Communication
* Unleashing Your Inner Negotiator

**Drives Engagement**

* Leadership & Work-Life Integration: The Hustle Without the Burnout
* Leveraging Mentorship for Growth
* This Is Us! Identify, Recognize, and Leverage the Value of All Leaders

**Drives Vision & Purpose**

* Designing Your Best Life: Create Your Personal Leadership & Career Strategy
* Leadership & Work-Life Integration: The Hustle Without the Burnout
* The Inner Game of Communication

I**nterpersonal Savvy**

* Leveraging Mentorship for Growth
* Managing Conflict and Difficult Conversations: Know Your Triggers
* Navigating Your Identity: Who You Are Is How You Lead
* Supercharging Your Influence: Gain Power and Confidence
* This Is Us! Identify, Recognize, and Leverage The Value of All Leaders

**Manages Conflict**

* Managing Conflict and Difficult Conversations: Know Your Triggers
* Unleashing Your Inner Negotiator

**Situational Adaptability**

* Leadership & Work-Life Integration: The Hustle Without the Burnout
* Navigating Your Identity: Who You Are Is How You Lead

**Organizational Savvy**

* Learn, Lead, Serve
* Supercharging Your Influence: Gain Power and Confidence

**Persuades**

* Supercharging Your Influence: Gain Power and Confidence
* The Inner Game of Communication
* Unleashing Your Inner Negotiator

**Values Differences**

* Linkage’s Advancing Women Leaders (AWL) 360º Assessment Group Feedback Session
* Navigating Your Identity: Who You Are Is How You Lead
* This Is Us! Identify, Recognize, and Leverage the Value of All Leaders

**Factor IV: Self**

**Being Resilient**

* Designing Your Best Life: Create Your Personal Leadership & Career Strategy
* Leadership & Work-Life Integration: The Hustle Without the Burnout
* Linkage’s Advancing Women Leaders (AWL) 360º Assessment Group Feedback Session

**Courage**

* Leadership & Work-Life Integration: The Hustle Without the Burnout

**FACTORS**

**Every leader has a unique path. Let us be your guide.**

Identify the competency or skill you are looking to develop from the list below and find the programs that will address that skill. Program dates and descriptions are listed in detail throughout this document.

**Factor IV: Self**

**Demonstrates Self-Awareness**

* Designing Your Best Life: Create Your Personal Leadership & Career Strategy
* Leveraging Mentorship for Growth
* Linkage’s Advancing Women Leaders (AWL) 360º Assessment Group Feedback Session
* Navigating Your Identity: Who You Are Is How You Lead
* This Is Us! Identify, Recognize, and Leverage the Value of All Leaders

**Instills Trust**

* Managing Conflict and Difficult Conversations: Know Your Triggers
* The Inner Game of Communication

**Self-Development**

* Designing Your Best Life: Create Your Personal Leadership & Career Strategy
* Leveraging Mentorship for Growth
* Linkage’s Advancing Women Leaders (AWL) 360º Assessment Group Feedback Session
* Navigating Your Identity: Who You Are Is How You Lead

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**PROGRAM DESCRIPTIONS**

**YOUR FIELD GUIDE TO WOMEN LEAD.** | 3/10 PM 2:00 P.M. – 4:30 P.M.

This program is your kick-off to a transformative leadership experience. During the course of the program, we will give you your field guide to Women Lead. A top priority for this program is beginning to develop powerful connections to other women leaders in your new learning ecosystem. We will also take a comprehensive look at how to maximize your time in the Women Lead. program by outlining engagement best practices and the logistics you need to know. You’ll leave with the information required to dive-in fully to the Women Lead. experience.

**NAVIGATING YOUR IDENTITY: WHO YOU ARE IS HOW YOU LEAD** | 3/22 AM

9:00 A.M. – 12:00 P.M.

The fundamental question of identity - “Who are you?” - is not always easily answered or accurately perceived. Many women feel the need to change something about themselves in order to fit in at work. In this program, you will talk candidly about what identity-management is necessary, what seems forced, and what may cause unnecessary stress. You will consider the basics of social identity, how women in leadership face inaccurate perceptions of their identity, and how an organization’s culture can make negotiating one’s own identity at work easier.

**This program will help leaders:**

* Learn and apply key components of social identity to better understand how your own sense of identity as a female leader influences your experiences at work.
* Consider ways in which your workplace culture helps you formulate your work identity and others’ perceptions of your identity.
* Engage with fellow participants as the culture of your Women Lead cohort is forming, ensuring fundamental questions about identity remain part of the conversation.

***Competencies Addressed: Demonstrates Self-Awareness, Interpersonal Savvy, Self-Development, Situational Adaptability, Values Differences***

**THIS IS US! IDENTIFY, RECOGNIZE, AND LEVERAGE THE VALUE OF ALL LEADERS** |3/22 PM 1:00 P.M. – 4:00 P.M.

This Is Us! offers an innovative approach to connecting people—both personally and professionally. One of the best ways to ensure you are leading successfully is to be intentional about creating relationships. Although people often come together for a professional development experience that requires them to work in teams and collaborate on projects, an important element often overlooked is creating authentic opportunities for the participants to really get to know one another. While there is no shortage of programs focusing on team building, this session is designed to promote relationship-building. As participants in the Women Lead. program seek to define and/or refine personal and professional values, align vision, mission and purpose, and prepare to grow and lead organizations, each woman needs to feel connected and have a sense of belonging among peers. Through experiential learning promoting communication, cooperation, and collegiality, This Is Us! will allow you to learn more about your cohort members while gaining a greater appreciation for “who is in the room” and all they bring.

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**This program will help leaders:**

* Engage in an open and honest dialogue on the importance of creating a “sense of belonging” in our organizations, and as Women Lead.
* Gain skills to recognize and leverage diversity that will benefit, and be applicable as program participants—and as organizational leaders.
* Learn key leadership strategies that can be used to create inclusive organizational cultures and promote harmonious group dynamics among diverse team members, colleagues, and internal and external clients.

***Competencies Addressed: Builds Network, Demonstrates Self-Awareness, Drives Engagement, Interpersonal Savvy, Values Differences***

**LEVERAGING MENTORSHIP FOR GROWTH** | 4/4 AM 9:00 A.M. – 12:00 P.M.

This program is designed to set the foundation for the mentee/mentor relationship that will continue through the duration of the Women Lead. certificate. Your mentor and you will attend the training together and will spend time discussing how to leverage preferred mentoring styles, the frequency of your meetings, and what needs to occur to maintain a successful mentoring experience. We'll ensure that you both have strategies you can use as the relationship progresses that maximize setting and reaching your goals. By engaging in formalized mentoring, Women Lead. cohort participants will be able to build self-awareness, leverage new perspectives, and strategically meet objectives.

**This program will help leaders:**

* Assess your preferred mentoring styles and the styles of your partner.
* Understand and practice four different styles of mentoring.
* Gain knowledge and self-awareness to navigate a successful formal mentoring relationship.

***Competencies Addressed: Builds Network, Demonstrates Self-Awareness, Drives Engagement, Interpersonal Savvy, Self-Development***

**LINKAGE’S ADVANCING WOMEN LEADERS (AWL) 360° ASSESSMENT GROUP FEEDBACK SESSION** | 4/18 PM 1:00 P.M. - 3:30 p.M. | 4/19 AM 9:00 A.M. –11:30 A.M. (\**choose between the two dates*)  
Feedback is key to self-awareness and improvement. Your Linkage’s Advancing Women Leaders (AWL) 360° Assessment report represents an opportunity to build self-awareness through a detailed examination of how your leadership behaviors are perceived. This introspective review will give you powerful tools for development through insights that cover your leadership strengths and areas of opportunity to continue to develop. You’ll also be exposed to a set of hurdles that are the things most likely to prevent your advancement. You will leave the program with a framework to complete a development plan to share with your manager, mentor, and others to help improve your leadership and accountability.

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**This program will help leaders:**

* Receive valuable feedback on your strengths and skills from your manager, direct reports, peers, others, and yourself.
* Start creating a development plan that will strategically assist you in maximizing your strengths and/or positively impacting your areas of opportunity.
* Understand how to implement your plan in order to maximize your success as a leader.

***Competencies Addressed: Balances Stakeholders, Being Resilient, Demonstrates Self-Awareness, Self-Development, Values Differences***

**THE INNER GAME OF COMMUNICATION**  | 5/16 9:00 A.M. – 4:00 P.M.

Effective communication is key to team and organizational performance, but most people in leadership roles struggle to communicate with clarity, conviction, and kindness. When it comes to tough conversations or communicating in the face of resistance, many people sugar coat, avoid altogether, clumsily land the message, or react defensively. This is especially true for women who often face extra challenges associated with stereotypes and biases that position them as either too “soft” or too “aggressive”. Traditional efforts to improve communication focus on models or strategies that, while valuable, overlook one key factor: the internal work that is needed to communicate in an effective way. Developing a powerful communication style requires we attend to important inner work such as perceptions, mindset, emotional responses, energy, and intentional practice. This session is designed to offer female leaders a guide to upgrading their inner game of communication so they can lead with clarity, conviction and kindness, and develop a culture of feedback on their teams.

**This program will help leaders:**

* Discover at least one personal “adaptive challenge” that currently limits your ability to communicate with impact.
* Identify and practice strategies for communicating with more clarity and conviction.
* Increase your ability to give and receive feedback courageously.

***Competencies Addressed: Communicates Effectively, Drives Vision & Purpose, Drives Results, Instills Trust, Persuades***

**SUPERCHARGING YOUR INFLUENCE: GAIN POWER AND CONFIDENCE** | 6/7

9:00 A.M. – 4:00 P.M.

We all know what makes a leader special—right? It’s the way they carry themselves, their power and confidence to take charge of any situation, and their capacity to inspire, motivate, empower, and influence those around them. With today’s changing environment, it is essential to understand and know the tools to apply at every level in organizations to influence those around you to get things done. If you want to make a difference in your leadership — at work, at home, or in the community — you must understand how to maximize your leadership voice, power, and confidence. If you are ready to maximize your power and confidence and prepare to influence at the next level, this program is for you.

**This program will help leaders:**

* Recognize powerful leadership brands.
* Define your leadership brand vision while gaining clarity in your brand identity.
* Unleash your next level brand superpower and establish your next level brand personality.

***Competencies Addressed: Communicates Effectively, Drives Results, Interpersonal Savvy, Organizational Savvy, Persuades***

**MANAGING CONFLICT AND DIFFICULT CONVERSATIONS: KNOW YOUR TRIGGERS** | 6/29 9:00 A.M. – 4:00 P.M.

Conflict and avoiding tough conversations can decrease productivity, create toxic cultures, and derail a woman’s career if improperly handled. Conflict erodes trust and costs organizations billions of dollars annually. Women may feel the need to sidestep conflict and difficult conversations, however, this program will help you successfully step into conflict and handle complex conversations with confidence.

**This program will help leaders:**

* Deepen understanding around individual triggers and transference, and use a tool to identify conflict styles and how to leverage them effectively in the workplace.
* Practice how to prepare and master complex conversations in the moment with grace.
* Learn to cultivate trust within teams to create more safe environments where healthy conflict can lead to elevated results.

***Competencies Addressed: Collaborates, Communicates Effectively, Instills Trust, Interpersonal Savvy, Manages Conflict***

**UNLEASHING YOUR INNER NEGOTIATOR** | 7/12 9:00 A.M. – 4:00 P.M.

Negotiation is a critical skill for women leaders, but most leaders haven’t been equipped with the essential tools to effectively negotiate. Multiple studies illustrate how a lack of confidence in negotiating is a detriment for most leaders. Do not let the fear of negotiating get you stuck! This program will help you understand the key aspects of how to successfully manage any type of professional and personal negotiation, whether that be a salary increase, leadership role request, etc. You will leave this program with stronger negotiation skills allowing you to better negotiate anything necessary and advocate strongly and decisively for what you want in life.

**This program will help leaders:**

* Have a strong grasp of the Five Bargaining Styles and how to deploy them for positive outcomes.
* Understand and better manage the perceptions associated with any negotiation interaction in order to build trust and manage emotions.
* Learn key networking and self-advocacy techniques that allow leaders to grow their reach.

***Competencies Addressed: Communicates Effectively, Drives Results, Manages Complexity, Manages Conflict, Persuades***

**DESIGNING YOUR BEST LIFE: CREATE YOUR PERSONAL LEADERSHIP & CAREER STRATEGY** | 7/25 9:00 A.M. – 4:00 P.M.

How does your work align with the life you wish to live? Are you often too busy balancing career tasks and family obligations to dedicate time to planning your professional future? This program engages you in an exercise designed to imagine and plan for different career paths beyond your current professional setting. For each potential career trajectory, you will explore important questions, including: what skills do I need, will this path make me happy, what personal and family factors must I consider, and who will I need to talk with to make this a reality? You will complete a career map that will guide your path to a carefully-chosen future which you can employ in years to come.

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**This program will help leaders:**

* Critically examine your current career trajectory.
* Identify the professional and personal factors most important to career planning.
* Create a career map that will aid in planning a professional trajectory.

***Competencies Addressed: Being Resilient, Drives Results, Demonstrates Self-Awareness, Drives Vision and Purpose, Self-Development***

**LEARN, LEAD, AND SERVE** | 8/16 9:00 A.M. – 4:00 P.M.

A leader’s responsibility to make a difference extends beyond her professional life. By leveraging the connections you’ve made and the women’s organizations you’re already supporting, this program will explore opportunities for leaders to skillfully step into service and deepen their impact in the community. Through the combined power of the women leaders in the group, the day will be spent serving the Dayton community and making a difference for women in our area. The collaborative nature of this experience is sure to provide a unique advantage to nonprofit organizations looking to achieve extraordinary things.

**This program will help leaders:**

* Better understand the similarities and differences between leading professionally and in the community.
* Explore your personal commitment to leadership and community service and evaluate their importance.
* Put leadership skills to work while making a difference in the community.

***Competencies Addressed: Builds Networks, Customer Focus, Organizational Savvy, Optimizes Work Processes, Resourcefulness***

**LEADERSHIP & WORK-LIFE INTEGRATION: THE HUSTLE WITHOUT THE BURNOUT** | 8/31 9:00 A.M. – 4:00 P.M.

Understanding the need to focus on well-being is paramount to enhancing work-life integration for women leaders. In this program, numerous well-being strategies will be shared to incorporate into your daily life. This dynamic program encourages women leaders to assess overall insights to examine elements of purpose, passion, relationships, and vision that contribute to well-being at work and in life.

**This program will help leaders:**

* Understand how prioritizing wellbeing contributes to your own effectiveness as female leaders, supports your teams, and helps you better achieve organizational outcomes.
* Identify and operationalize your values to use as the foundation for balance and effective decision-making in the workplace.
* Learn strategies for attending to your physical, emotional, and mental energy so you can show up in alignment with your values and best serve their teams.

***Competencies Addressed: Being Resilient, Courage, Drives Engagement, Drives Vision and Purpose, Situational Adaptability***

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